



COMMANDING GENERAL, 2D MARINE DIVISION
GUIDANCE FOR 2D MARINE DIVISION'S PREPARATION FOR COMBAT

"Brilliance in the Basics," high repetition training in the core skills of shooting, moving and communicating along with excellence in small unit leadership will continue to be the key factors for the Division's ability to decisively win in combat. Remain ready! The Division must remain equally prepared to generate ready forces for known/scheduled deployments while also staying prepared to deploy and employ ready forces in response to no-notice contingencies. We must focus on ensuring the highest levels of cohesion, proficiency, effectiveness and efficiency at the team, squad, section, platoon and company/battery levels where a natural bias for action is driven by shared understanding and clear commander's intent.

While not providing a fully inclusive list, my sense of the "Basics" includes the following:

- 100% currency for annual service rifle requalification and, as applicable, attainment of respective crew served weapons employment standards.
- All Marines and Sailors maintain Service standards for weight and physical fitness and that every Marine and Sailor has attained the minimum swim qualification.
- All Marines can read a map and proficiently land-navigate at night without the use of a global positioning system.
- Every Marine knows how to receive, write and issue a five paragraph order and demonstrates knowledge of BAMCIS.
- Marines know how to properly apply camouflage and execute continuing actions as a matter of habit.
- Team, squad, section, platoon and company/battery commanders can effectively train their force in the core mission essential tasks (METs), assigned core(+) METs, and can command and control their formations in a degraded communications environment and/or in a contaminated environment.
- All noncommissioned officers know how to coordinate a casualty evacuation and call/adjust indirect fire.
- All squad leaders and above demonstrate an understanding of geometry of fires.
- Units know how to properly plan, prepare, coordinate, execute and debrief patrols.
- platoons and companies can safely and tactically operate their wheeled and tracked vehicles and effectively employ the mounted weapon systems at night.
- Company sized units sustain the everyday fitness to march under load for no less than 12 miles without loss of unit cohesion.
- Leaders properly use terrain, employ the proper offensive formations in accordance with METT-T, know how to position their forces and crew served weapons while in the defense and execute the priority of work.

-Rifle platoons and rifle companies can safely execute combined arms, live-fire, daylight attacks and supported, non-illuminated, live-fire night attacks.

-Small units can effectively defend their positions in depth, plan and execute a counterattack, and decisively fire and move against the enemy, particularly when closing the last 600 meters to the objective.

To attain excellence in small unit leadership, platoon and company commanders must assign their noncommissioned officers and staff noncommissioned officers to advanced courses to ensure their professional development through formal training. Formal schools run by Training and Education Command yield better results than unit training efforts in developing advanced military occupational specialty proficiency for our leaders. Enlisted infantry unit leaders must complete their respective advanced infantry unit leader courses in order to be considered deployable. Division Bulletin 3502 provides amplifying guidance. The "Basics" are built on a foundation of confidence and trust in one another, our leaders, our equipment and our training. Adherence to core values and attainment of established training and readiness standards are the constant variables in measuring readiness. I consider the "Basics" to extend from the individual Marine up through company-level while fully recognizing the vital command and control responsibilities that are executed by battalion and regimental staffs. The "Basics" starts with every Marine and Sailor being mentally tough, proficient in his/her occupational specialty (per grade/rank) and have completed the required Professional Military Education (PME) for their grade. "Basic" Marines and Sailors exhibit the desire to improve, are team players and seek to make a positive difference in their unit every day. Foremost, they must always be an asset and never a liability to their unit in the daily performance of their duty.

I have the responsibility to provide recommendations on the collective deployable readiness of 2d Marine Division subordinate units to the Commanding General, II Marine Expeditionary Force per the certification process outlined in MCO 3502.6. This recommendation process requires assessment and evaluation. The Marine Corps Combat Readiness Evaluation (MCCRE) is the systematic approach I will use to form those recommendations. I intend to leverage our Service's source documentation on unit training management and operational readiness during the planning, execution and assessment phases of MCCRE to enable units to achieve operational excellence. These documents include but are not limited to; USMC ground combat element (GCE) doctrine, Training and Readiness Manuals, and the Operations and Tactics Instructor syllabus. Every GCE battalion in 2d Marine Division will undergo a MCCRE at least once every two years as an assessment of the unit's ability to execute core mission essential tasks. Additionally, a battalion will undergo a MCCRE prior to detaching to a Marine Expeditionary Unit, Special Purpose Marine Air-Ground Task Force, or deploying in support of the Unit Deployment Program. Regiments have the responsibility to schedule and design their subordinate battalion MCCREs. Division G-3 will coordinate MCCRE requirements in support of the separate battalions. Division G-3 will also appropriately coordinate and schedule unit level support that is external to the parent regiment or separate battalion. Regimental staffs will support their battalion MCCREs with a higher headquarters capability. Should the regiment be deployed and unable to serve as higher headquarters, Division G-3 will coordinate and schedule an appropriate headquarters to serve as higher headquarters for the exercise. MCCREs may also be scheduled by the Division in select cases to preclude a unit from falling to C4 for training due to a lack of a service level exercise/evaluation.

All units should have a plan for systematically assessing the effectiveness of training. In some cases instrumented ranges provide immediate individual feedback, other assessment requires subjective evaluation. Use the Marine Corps Center for Lessons Learned (MCCLL) as a proactive tool to plan training, learn from others and avoid plowing old ground. Thoughtfully develop your assessment plan

and be able to directly link your exercise activity with your Defense Readiness Reporting System requirements. Upon the completion of training, commanders are charged to capture new lessons and report them via MCCLL.

Infantry regiments, 2d Reconnaissance Battalion and 2d Combat Engineer Battalion will implement and sustain a conditioning hike program that covers a minimum of 20 miles per month. All units in 2d Marine Division will execute and sustain a physical fitness program of running or hiking where every Marine or Sailor in this Division covers no less than 12 miles per week on foot. Elliptical machines and stationary bike mileage is only acceptable for those on light duty or pending physical evaluation boards.

When this Division gets called to fight, the scope and scale of that type of contingency response would likely mean that 2d Marine Division will be part of a larger Joint Force Land Component Command. To properly prepare, I encourage our units to seek training opportunities with special operations forces and other joint forces. Use the Division G-3 as a conduit for coordinating with other Service commands and when scheduling unit involvement in joint exercises. To gain the greatest efficiency with limited resources, the Division headquarters elements can best exercise and sustain its core competencies in conjunction with scheduled regimental exercises or joint exercises.

Deployments for Training (DFTs) are encouraged and provide some of the best collective training opportunities throughout the fiscal year. Continuing to merge and leverage DFT opportunities among battalions is also encouraged and achieves greater efficiency across the Division.

The most challenging and effective training incorporates mental and physical components. Time should also be afforded to training that supports the spiritual and moral development of our Marines and Sailors as well as training that leads to increased fortitude and resiliency within individuals and units.

2d Marine Division will be known and recognized as an adaptive, learning and decisive organization. Learning organizations have positive command climates. Adaptive commands anticipate and recognize a changing environment, remain agile and work together to maintain momentum as they work through transitions. We can best prepare our minds through an active reading program and self-study in the profession of arms. The Commandant's Professional Reading List should inform our efforts. Separate battalions and the regiments will each develop and implement systematic officer and non-commissioned officer development programs that are nested within the unit's overall PME program.

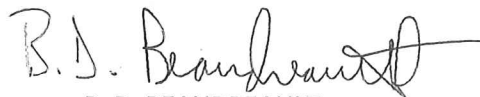
Take maximum advantage of MarineNet and Joint Knowledge Online courses to enrich individual professional knowledge and satisfy annual training requirements. The courses are persistently available, some through mobile apps, and provide the most cost effective method of enhancing individual knowledge.

The way we train is the way we will fight. Become familiar with my policy statement on safety. Keep risk management and adherence to approved standard operating procedures (SOP) at the forefront of planning and executing your training. In many instances, SOPs have been written in blood and will serve your unit well. When time is compressed and the environment chaotic, well-rehearsed and proven SOPs serve as the immediate reference point for unit action.

In addition to executing regularly scheduled preventative and corrective maintenance of equipment, monthly maintenance and logistics training will be conducted for all maintenance management personnel, supply personnel and other logistics personnel from the company (such as unit weapons custodians) up through the regimental level. Units will ensure they conduct focused maintenance monthly. Additionally, units should take full advantage of 2d Marine Logistics Group's Material Readiness Training Center to educate Marines on the use of Global Combat Support System-Marine Corps (GCSS-MC). All responsible officers will complete the 1/2 day Responsible Officer 101 Course which will be required and inspected during the Commanding General's Inspection Program starting 1 January 2015. Similarly, all personnel who manage the unit's GCSS-MC user accounts will attend the 1 day Unit Manager 101 Course. Further, units are encouraged to submit quotas for intermediate, career and advanced courses for our logistics professionals that are held at Fort Lee, Camp Johnson, Courthouse Bay and other training venues. These courses should be an integral component to your leader development programs.

Any functional area failure(s) as a result of a formal logistics readiness inspection or a Field Supply and Maintenance Analysis Organization inspection becomes the priority mission and focus of effort for that unit. Remediation and attainment of USMC standards is a precondition prior to any subsequent unit field training. Attainment of USMC supply and maintenance standards is integral to the Division's certification of that unit's readiness to deploy.

Our focus on "Brilliance in the Basics" will lead to a combat unit prepared to fight across the range of military operations. I charge each of you to get better every day. Enhanced individual and collective readiness is our everyday goal.

A handwritten signature in black ink, appearing to read "B. D. Beaudreault", with a stylized flourish at the end.

B. D. BEAUDREULT
Major General, Commanding General
2d Marine Division